

Minutes of the
APPRENTICESHIP ADVISORY COUNCIL
Advisory to DWD, Bureau of Apprenticeship Standards
and
Wisconsin Technical College System Board

Rockwell Automation
1201 S. 2nd Street
9th Floor
Milwaukee, WI

May 24, 2007

MEMBERS PRESENT

Wayne Belanger
Earl Buford
Gert Grohmann
Terry Hayden
Henry Hurt

John Metcalf
James Nowak
Robert Riberich
Susan Scaffidi
Tom Schoenberger

Ron Splan
Clay Tschillard
Marge Wood

MEMBERS EXCUSED

Mike Bolton
Mike Lewin

Marcie Marquardt
James Moore

David Newby

MEMBERS ABSENT

Julie Brolin
Margaret Ellibee

CONSULTANTS AND GUESTS

Ron Danowski DWD-DET
Mary Harrington USDOL-OA

Ken Moore DWD-DET-Bur App Standards
Karen Morgan DWD-DET-Bur App Standards

Madison
Madison
Madison
Madison

Welcome, Introductions and Check-In

Bob Riberich, Council Co-Chair, called the meeting to order, in conformance with the Wisconsin Open Meeting Law, at 10:10 a.m.

Sign-in sheets were circulated to record those in attendance. All present introduced themselves. Sue Scaffidi welcomed everyone to Rockwell.

Approval of Minutes

Bob referred members to the minutes of the March 29, 2007 Council meeting, which were included in the meeting packet. There was a typographical error on the agenda which referred to the

minutes of November 30, 2006. By unanimous voice vote, the Council approved the minutes of the March 29, 2007 Council meeting, as written.

Sub-Committee Reports

Educational Linkages: Bob Riberich stated that the sub-committee has met twice since the last Council meeting. The Sub-Committee report was in the meeting packet at Attachment 2. Karen gave the presentation at Lakeshore Technical College on May 16th. It was well received. Madison Area Technical College also went well. Karen, Wayne and Marcie made that presentation. The MATC Board enjoyed hearing from industry representatives instead of “just” state personnel. The presentation at Milwaukee Area Technical College will be a little different since it will be made to MATC vice presidents rather than the Board. It is scheduled for June 19, 2007 at 9:00 a.m. Wisconsin Indianhead Technical College requested that video conferencing be used. Karen asked for members from Madison to make this presentation.

Linkages to the K-12 System. Information on Status Report #8 (Attachment 2) was covered. Also, since many schools have similar programs but there is no firm list of those schools available. Associated General Contractors (AGC) have programs at Burlington, Fond du Lac and Marshfield. The Sub-Committee has been asking DPI for schools that are interested but it has not gotten that information. Formerly, five (5) of the approximately 430 districts had such programs. Clay Tschillard asked if local apprenticeship committees could be asked for this info. That was considered a good idea. More discussion was held. The Council does not want to “rebuild the wheel” if this information is available elsewhere.

Linkages between the Advisory Council and the Technical College System Board. There has been past discussion about having a Council member on the WTCS Board. The Council still wants to do this. A volunteer was requested. It would involve three (3) more meetings this year: 1 of 1 day and 2 for 2 days each. Marge Wood distributed a list of the current members of the WTCS Board. Four member’s terms have expired. Background information on the Board was on the back of the members list. Apprenticeship is seen as a “special interest” group but the Council feels it is more “all encompassing”. Apprenticeship is a very small payer in the WTCS in terms of FTEs, instructors, etc. Roberta Gasman is very aggressive about proposed cancellations of apprenticeship programs by WTCS schools. Bob Riberich stated that there really needs to be apprenticeship people on the local technical college boards. Marge reminded the Council that the local boards can levy taxes and do other things. She distributed a directory of the 16 Technical College District Boards. After more discussion, Karen asked if the Council still wanted a member or past member to be on the State Board. She added that Roberta would champion such a nomination. Former Council members were named who might be interested. Karen was asked to investigate these individuals for their interest. Marge recommended that the Council meet at the WTCS Board offices and have a presentation on the local Boards.

23rd Biennial Apprenticeship Conference-Flipchart Notes. The Sub-Committee reviewed the items listed on the flipcharts but none were added to the Sub-Committee’s priorities.

The recommendation was also made to have Karen mention meetings already held with other local Boards when she contacts the remaining local Boards. Clay and Terry volunteered for the CVTC presentation.

Equal Access Sub-Committee. Wayne Belanger made the presentation. Status Report 7 was included in the Council Meeting Notice at Attachment 3.

23rd Biennial Apprenticeship Conference-Flipchart Notes. This Sub-Committee will look at the role of pre-apprenticeship programs in Wisconsin; the item that deals with Milwaukee vs. the rest of the state and the issue of retention after training which relates to the mentoring issue among others. Update Transition-to-Trainer. A meeting was held with Terry Johnson to continue the development of the new module, "The Positive Work Environment". Karen distributed three (3) handouts on 1) Updated Power Point presentation on Creating a Positive Work Culture, 2) Teaching Notes and 3) Learning Plan. Karen went over the handouts. The new module emphasizes a positive work environment and will add an additional hour to Transition-to-Trainer. The original work group will get back together on June 5th at ABC. Clay mentioned mentoring programs as another area that could use work as well as finances.

Informational Sub-Committee: The committee update was provided by Karen Morgan. Attachment 4 to the Council Meeting Notice covers this Sub-Committee.

Revisions of the Apprenticeship Manual. The Sub-Committee is still working on Chapter 4.

Revision to DWD 295.20-Enforcement of Indenture Agreements. The revised DWD 295.20 will go into effect on July 1, 2007. Enclosed with Attachment 4 were 1) A copy of the revised 20-Day Intent to Cancel Notice and the Apprentice Response Form that will go out with each 20-day Notice effective July 1, 2007.

23rd Biennial Apprenticeship Conference-Flipchart Notes. This Sub-Committee added the prevailing wage vs. apprenticeship rules to its list of activities. Karen stated the Sub-Committee will also probably look at the revision of the rest of DWD 295.

Marketing Sub-Committee: Wayne Belanger gave the report, which was Attachment 5 to the Council Notice.

Review of Council Town Hall Meeting Items. The Sub-Committee reviewed the flipchart list and did not add any items to their list since none seemed to apply.

Review of Power Point Presentation. No changes were made to the Power Point and no other business was conducted.

Financial Tools for the Trades—Update:

Karen told the Council that the Department of Financial Institutions and DWD's Division of Employment & Training (DET) is already doing some work in this area. All State Apprenticeship Trade Committees like the material and are looking at how they will incorporate it into their programs. Discussion followed, to include some discussion of including "Money Smart." Karen asked for members of the Council to work on this item.

23rd Biennial Apprenticeship Conference – Recap

Karen Morgan directed the Council's attention to the Conference Final Report which was Attachment 6 to the meeting announcement.

- Financial Data: The Conference cost more than it took in. There is still a balance to carry forward for the next conference, but it is smaller than last time.
- Overall Ratings: Down to 3.2, but there were not as many responses as in the past.
- Notes: All Comments received are in the next section.

- Workshops Scores/Feedback. The remainder of the book shows the feedback on the individual workshops.

Information for the 2009 Conference. The Expo takes at least 10,000 square feet to have enough room for the displays. It did not get as high a rating this year (2.9) as in the past. The layout was good. Bad weather caused some high schools to cancel. Green Bay might be a good location for 2009. La Crosse is also a possibility except the Radisson does not have State rates. Since this will be the last conference before the 100th Anniversary of Wisconsin Apprenticeship, it could focus on the “changing face of apprenticeships”: More on diversity, etc.; generational changes; national changes. Discussion on whether this would be good or bad. A recommendation was made to look at a theme going through the next three (3) conferences. Names of volunteers for the planning team for the 2009 conference were taken. There was also some discussion on proposed changes to the Federal apprenticeship programs that would result in changes at all state level programs.

Vision for 21st Century Apprenticeship

Carried over from the last meeting. The current Council Vision was Attachment 7 with the agenda and meeting notice. The Council agreed that the “bullets” are the “what” of the Council Vision, but the Council/BAS needs to “sell” the whole idea of apprenticeship to future potential applicants and employers. Should the items be broken out by sub-committee for action. Ron Danowski stated the document is in line with the Governor’s goals and should continue to be used and refined. Karen told the Council that one thing that has not been done is to discuss the possible removal of some of the items. After more discussion, it was decided to bring back to the Council after the new federal rules are published, then consider revision.

WTCS Update

Marge Wood provided the update. She distributed one handout on Apprenticeship Related Instruction at WTCS schools for 2007 Active Programs by Trade and the Quality Review Process (QRP). She told the Council that future on-line versions will have “links” to each technical college home page. For QRP, each college does it a little differently. In the past, North Central accreditation was needed. That does not work for apprenticeship. QRP is a different form of accreditation. DWD has been very helpful in sharing data for the process. The Construction Electrician trade has had a summit and is following up with local meetings and, possibly, annual state meetings. Marge also stated that Southwest Technical College at Fennimore “stepped forward” for curriculum development for maintenance mechanic/millwrights.

Clay stated that the new ADA Guidelines manual is not being followed by any of the technical colleges. Marge reminded everyone that the ADA book was a “guideline” and not mandatory. Discussion followed on the worth of a major effort that produced a good product but no one uses.

Office of Apprenticeship Update

Mary Harrington presented the update, reporting on two items.

- Registered Apprenticeship Information System (RAIS)-Will be deployed on June 4, 2007. It should provide better information on federally registered apprenticeships.
- 70th Anniversary of U.S. Registered Apprenticeship-There will be a “talent plaza” for employers. The only Wisconsin company to show interest is Schneider National Trucking but they do not have any registered apprentices.

Karen said we are trying to get more Wisconsin apprenticeship people to attend. Apprenticeship will be on Monday and Tuesday, early in the conference. USDOL is trying to link apprenticeship with the Workforce Investment Act (WIA) and get more WIA funds. This will attempt to “demystify” WIA for apprenticeship.

DPI Update

DPI was not represented. Nothing was presented.

Statistics

Ken Moore distributed statistics for April and May, 2007. There continues to be sustained increases in Construction apprenticeships, including increases in minority participation. Ken noted that total apprentice participation increased 5.0% over May last year, while the increase in statewide minority participation reached 10.8%.

Old Business

Workforce Innovations. Already discussed.

New Business

None.

The next Council meeting will be on September 19, 2007, in Madison. The location is to be determined.

Adjourn

By unanimous voice vote, the Council agreed to adjourn. Bob Riberich adjourned the meeting at 2:02 p.m.

Respectfully submitted by
Ken Moore, Recorder